

Teacher Performance: The effect on Teacher Satisfaction in Public Senior High Schools

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Article Info

Received: 24 Oktober 2021

Revised: 25 September 2021

Accepted: 30 September 2021

Abstract: This research aim to determine the effect of performance on teachers satisfaction in Public Senior High Schools in Lombok, Indonesia. This study is a quantitative study was conducted in Lombok with a population of 580 teachers. The total sample of 85 teachers was obtained by a proportional random sampling technique. Data analysis was performed by regression. The results showed that performance has an impact on teacher satisfaction. The teachers of public senior high school in Lombok will be satisfied if their performance is very good. It was concluded that one way to maintain teacher satisfaction is by improving performance.

Keywords: Performance; Satidfaction; Teachers

Sitasi: Hamidi, H., Jufri, A., & Karta, I. (2021). Teacher Performance: The effect on Teacher Satisfaction in Public Senior High Schools. *ALEXANDRIA (Journal of Economics, Business, & Entrepreneurship)*, 2(2), 47-52. doi:<https://doi.org/10.29303/alexandria.v2i2.74>

Introduction

Much research into satisfaction and performance. Satisfaction increases the performance of employees (Damayanti et al., 2018), (Sari, 2015), (Wijaya, 2018), (Kristianto, 2011). One of the factors that influence work satisfaction is the attitude that a person has towards his work, which is pleasant or unpleasant (Auliani et al., 2017).

A person's satisfaction can be seen in his work performance (Nasrih, 2016). In this case, work performance is successful in completing work, overcoming problems, and maintaining work on one task. The satisfaction is an individual problem, each individual has satisfaction with a different level of value system that applies to him (Muayyad & Gawi, 2017).

The teachers satisfaction is closely related to the competence of teachers (Hamidi et al., 2019). The test results for teacher competencies in 2015 showed that teachers in the province of West Nusa Tenggara had low competence and professionalism (Hamidi et al., 2019). The low competence of teachers influences the performance of teachers (Shaari et al., 2014) (Udompong et al., 2014). The performance of teachers is the embodiment of skills and skills based on the

authority they have in performing their main tasks, namely teaching skills (Yuliejantingsih, 2013). Someone's performance can be measured if someone already has a standard of success that has been set by an organization (Moeherton, 2009). The low teacher competence also illustrates the teachers satisfaction in West Nusa Tenggara in the low category. A good competence of the teacher is followed by a greater satisfaction of the teacher (Asfar & Syahrir, 2014), (Zaidatun et al., 2012), (Singh & Kumar, 2011), (Marsana, 2010).

The satisfaction is one's attitude toward the work done. Someone who has high satisfaction will show a positive attitude towards the work done, and someone who is not satisfied with the job will show a negative attitude towards the work. Thus, the satisfaction is related to someone's pleasant and unpleasant feelings. Because these feelings are felt by someone as an individual, satisfaction may be different from others.

Method

This research is a quantitative research, in which researchers describe the phenomenon that is observed in more detail using data in the form of both quantitative and qualitative data (Purwanto, 2007). The

research approach used is an ex-post facto. This fact was investigated using a questionnaire that contained a number of questions that reflected perceptions of different aspects of the research variable. Through this approach, the data obtained can be processed in the form of numbers and analyzed using SPSS for Windows version 17.

This research was conducted at public senior high school in Lombok, Indonesia with a population of 580 teachers. The sample is a part of the teachers of public senior high school in Lombok, obtained using proportional random sampling techniques. Sampling with this technique is based on the views of Al-Rasyid (Riduwan, 2014), to obtain a study sample of 85 teachers from the population of this research.

The tool used as a measure of teacher performance and teacher satisfaction is a Likert scale model with 4 (four) answer choices. The questionnaire contains a number of statements submitted to respondents in the form of statements (description of the situation) with four alternative answers tailored to the purpose of the statement. To find out if the performance of the teacher influences the variable work satisfaction of teachers, this is done with the F-test. The quantitative influence between the performance on the satisfaction of the teacher is analyzed by the regression equation.

Result and Discussion

The teacher's performance of public senior high school in Lombok was measured on the basis of 33 statements, each consisting of four choices in phases with a score of 1 to 4, so that the theoretical score varied from 32 to 132. Furthermore, the score was changed in a scale of 100 so that the values varied between 25 and 100. Based on the results of data processing, the lowest value for the performance of the teacher is 62 and the highest value is 97. The frequency distribution of the performance of the secondary school teachers in Lombok is as shown in Table 1.

Table 1. Frequency Distribution of the Teacher's Performance.

Class	Interval	X	Frequency		
			Absolut	Relatif (%)	Cumulative
1	62 - 67	64,5	5	5,88	5,88
2	68 - 73	70,5	18	21,18	27,06
3	74 - 79	76,5	21	24,71	51,76
4	80 - 85	82,5	26	30,59	82,35
5	86 - 91	88,5	9	10,59	92,94
6	92 - 97	94,5	6	7,06	100
Amount			85	100	

The teacher's satisfaction of public senior high school in Lombok is measured on the basis of 27 statements, each consisting of four choices in phases with a score of 1 to 4, so the theoretical score varies from 27 to 108. Furthermore, the score is changed to a scale of 100 such that the value varies from 25 to 100. Based on the data processing results, the lowest satisfaction value of the teacher is 67 and the highest value is 95. The frequency distribution of teacher satisfaction is as in table 2.

Table 2. Distribution of the Theacher's Satisfaction

Class	Interval	X	Frequency		
			Absolut	Relatif (%)	Cumulative
1	67 - 71	69,5	10	11,76	11,76
2	72 - 76	74,5	21	24,71	36,47
3	77 - 81	79,5	21	24,71	61,18
4	82 - 86	84,5	16	18,82	80,00
5	87 - 91	89,5	5	5,88	85,88
6	92 - 96	94,5	12	14,12	100
Amount			85	100	

The hypothesis tested is that there is an influence between the performance on teachers satisfaction in public senior high school in Lombok. The results of the linear regression analysis are shown in Table 3.

Table 3. Results of the Regression Analysis of Teachers' Performance Against the Teachers' Satisfaction of Public Senior High School in Lombok

Model	Coefficient		t _{Count}	T _{table}	Sig.	R	R ²
	Value	Std. Error					
Constan (<i>a</i>)	57,575	7,694	7,483	1,989	0,001	0,308 ^a	0,095
Performance (<i>b</i>)	0,287	0,097	2,955	1,989	0,004		

Table 3 show that the value of t_{count} (2,955) is greater than the value of t_{table} (1,989). It mean that the performance influences the teachers' satisfaction at public senior high schools in Lombok. The Significant value obtained with 0,004 is less than 0,05. It can be concluded that there was a significant positive effect

the performance on the teachers' satisfaction at public senior high school in Lombok.

The Table 3 obtained the coefficient of a regression b of 0.287 and a constant (interception) of 57,575. So, the effect of the performance on the Teachers' satisfaction of public senior high schools in Lombok is thus

demonstrated by the comparison $\hat{Y} = 57,575 + 0,287 X$. It means that the change in a unit of perception on the performance variable is followed by a change in the teachers' satisfaction of public senior high school in Lombok with 0,287 units with an interception of 57,575. It can be showed by the graphical form of the regression equation above like Figure 3.

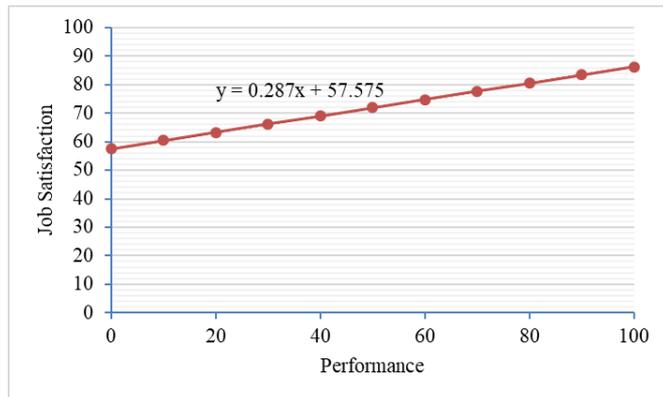


Figure 3. Graphic Effect of Performance on Teachers' Satisfaction of Public Senior High School in Lombok

The value of $R^2 = 0.095$ in Table 3 means that the performance has an effect of 9.5% on the teachers' satisfaction of public senior high school in Lombok, while the rest is influenced by other factors. The results of the analysis of the extent of the impact of performance on the teachers' satisfaction in public senior high schools in the Lombok.

The teachers' satisfaction of public senior high school in Lombok is influenced by the performance. The influence of performance on the teachers' satisfaction of a public senior high school in Lombok is demonstrated on the basis of the opinion of the respondents on the performance in public senior high school in Lombok, which states that 55,29% of the performance is included in the middle category and 17,65% of the performance in the high category. The good performance leads to teachers' satisfaction because with a good performance the teacher gets good work results that influence improving the quality of education. The success of teachers in improving the quality of education will lead to teacher satisfaction for the work done. The performance is one of the important factors in increasing the teachers' satisfaction of public senior high school in Lombok.

The analysis result of hypotheses showing that the teachers' satisfaction of public senior high school in Lombok can be improved by improving the performance is one of the differences between this study and earlier study, such as the study conducted by (Amin & Syarifah, 2015) that satisfaction affects teachers' performance. There is an influence of satisfaction on performance (Hatane, 2015) (Izvercian et

al., 2016) (Hutabarat, 2015). This result is also different from other studies conducted by (Talasaz et al., 2014) that satisfaction influences the performance of employees. Previous research has shown that employee performance is influenced by satisfaction, but this study shows the opposite, namely employee satisfaction in this case, the satisfaction of teachers in public senior high school in Lombok is affected by the performance of the teachers.

The contribution of teacher performance to increasing the satisfaction of teachers at secondary schools in the Lombok was 9.5%. This means that 90.5% of the teachers satisfaction of public senior high school in the Lombok is influenced by other factors. Although the contribution of teacher performance to the teachers satisfaction of public senior high school in the Lombok is relatively low, the results of this study indicate that one of the important factors in increasing the teachers' satisfaction is the teacher's performance.

The attitude of the teacher towards his work will determine the feeling of satisfaction or not a teacher at school. The satisfaction refers to the attitudes and feelings that a person has of a job (Amstrong, 2006). Work satisfaction is the general attitude of an individual to his work (Rivai & Mulyadi in (Kusumayani et al., 2013). Someone who has high satisfaction will show a positive attitude towards the work done (Othman & Suleiman, 2013), and someone who is not satisfied with the job will show a negative attitude towards the work (Munir & Rahman, 2016).

The performance of the teacher can be measured by the assessment of the teacher. The existence of an assessment of the teacher's performance, the satisfaction of the teacher about their work and working environment can be determined. This is in accordance with the advice (Hasibuan, 2005) that the reason for assessing performance is increasing the enjoyment of employees by recognizing their work results. The assessment of the teacher's satisfaction will be understood by the teacher's attitude to the work performed, the more aspects in the work are in accordance with the teacher's wishes, the higher the satisfaction.

The success of a teacher in teaching is one of the successes of the teacher who performs well. The performance of a teacher is the result that a teacher achieves in performing tasks in accordance with the responsibilities given to him (Najmulmunir et al., 2009). The performance of the teacher is the embodiment of competence and skills based on the authority he has in performing his main tasks, namely teaching skills, so it can be concluded that the performance of the teacher is the result that the teacher has achieved performing tasks that are charged to him, as seen by the results obtained by the teacher in teach (Yuliejantingsih,

2013). That is why improving the teachers' performance of public senior high school in the Lombok is a very important thing to do, because with good teacher performance teachers' satisfaction will also be better so that teachers feel comfortable at work and enjoy their work.

Conclusion

The performance has an impact on teachers satisfaction. The teachers in public senior high school in Lombok will be satisfied if their performance is very good. It was concluded that one way to maintain satisfaction is by improving performance.

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